GATOR AID

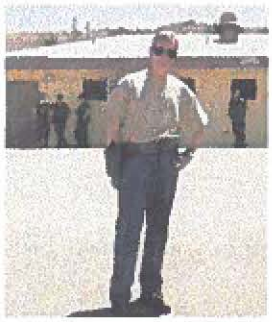
Vol. 1, Issue 6

"The News of the 4th Dental Battalion"

30 Jun 99

HOWLIN WOLF

A" HOWLIN' SUCCESS"



The **"Gator Aid"** is the **quarterly** publication of the 4th Dental Battalion. **Article submission guidelines**: Send material at any time! Articles may be sent as e-mail, or as a wordprocessor file. Floppy disk by mail ok. NO FAXES of articles or graphics. Pictures sent in will be returned after use. Picture and wordprocessor files can be sent as file attachments. We regret that all material cannot be used due to size limitations. Material submitted and not used in this issue will be used in the next issue. Subscription is free.
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FROM THE BRIDGE...

" DELEGATING FOR SUCCESS"

Captain Mark W. Biolo, DC, USNR
Commanding Officer, 4th Dental Battalion, 4th FSSG

ON MY HONOR I WILL DO MY BEST

CAPT Mark W. Biolo
Commanding Officer

Not long ago I had the privilege to be the keynote speaker at a Boy Scout "Court of Honor". In addition to the usual spate of citations, merit badges, and advancements in rank, three young men reached the zenith of their scouting careers. Three young men became *Eagle Scouts*.

I am always impressed when someone reaches the pinnacle of a worthwhile endeavor, whatever that endeavor may be: Pro Bowl quarterback, civic leader, chairman of the board, Admiral, Master Chief, Eagle Scout. As I approached this speaking engagement I thought long and hard about these three new Eagles and how they came to reach their summit. They had indeed made an impressive journey. At a very young age these guys had put into practice much of what we know to be "The Seven Habits of Highly Effective People". They know a thing or two about ***Being Proactive***. They understand how to ***Begin With the End in Mind*** and how to ***Put First Things First***. As they grew and took on leadership roles in their organization they discovered the value of ***Synergy*** and the importance of being able to ***Think Win-Win***. These Boy Scouts learned to ***Seek First to Understand, Then to be Understood***. They also came to know the value of taking care of themselves, of taking time to ***Sharpen the Saw***.

I'd be willing to bet big money that these young lads did all those things without ever having read one word of Dr. Covey's bestseller. These habits came so naturally to them because they were not encumbered with years of experience. They were not shackled by old ways of doing things. They were not bound by faulty impressions. They were not restricted by inaccurate paradigms. They simply chose to live by the Scout Oath.

"On my honor I will do my best to do my duty to God and my country and to obey the Scout Law; to help other people at all times; to keep myself physically strong, mentally awake, and morally straight." Looks simple enough. Yet only 1% of all Boy Scouts ever reach the top. It takes character to live the Scout Oath. It takes foresight, diligence, patience, and courage. But above all else, it takes ***discipline***.

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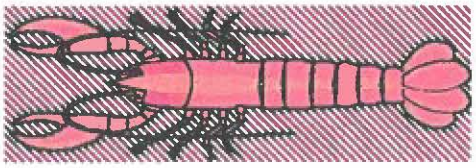
Webster defines *discipline* as 1. Training expected to produce a specific character or pattern of behavior, especially training that produces moral or mental improvement. 2. Controlled behavior resulting from disciplinary training. Discipline is about *self control.* It is about *focus.* It is about diligence. Discipline is about having a worthwhile goal and working to reach it.

"On my honor I will do my best to do my duty . . . " Tall order, isn't it? Can you make that paradigm shift? Do you have that kind of focus, that sort of diligence? You may be surprised. For no matter how the dictionary defines it, discipline is simply this: **Discipline is remembering what you want!**

CHANGE OF COMMAND SEPTEMBER 18, 1999

FROM THE OPEN CLAW
CAPT M.M. Capirano, DC,USNR
Executive Officer, 4th Dental Battalion, 4th FSSG



For the first official time that the entire 4th DENTAL BATTALION came together for a unified training exercise, impresses me as a well-planned and very organized achievement. Congratulations are in hand for the OPERATIONS and the INSPECTOR-INSTRUCTOR Shops and the H&S Company for planning and excuting such a momentous occasion. Everyone in attendance will never forget the following episodes: a: the pre-dawn rattlesnake briefings by Admiral(sel) Hill, b: the very comfortable and warm southern California days and nights, c: the outrageous snoring in the Battalion's Officers quarters, d: the excellent guard-duty by LCDR DeMasi, e: the delicious MRE's, f: the four mile HUMP, g: the before dawn mustering, h: the extreme amount of sinus and nasal drainage after the GAS CHAMBER, i: the monsoon weather for the Beach Bash on Saturday night, J; the development of the weiner spear for multiple barbecuing, k: LT Hartmann's lack of sleep (and food), i: CAPT Krause;s appalling dress presentation to CAPT Santoyo, m: Chief Morgan's and Pinto's native attire at the Beach Bash, n: LT Hartmanns multiple camera techniques, o: the good times had by all.

Granted this was the first endeavor into a unified training exercise, but the results can only be demmed positive. Improvement is always the name of the game and the next Battalion-wide gathering will look back and plan around these excellent accomplishments.

Commander's Guidance Letter 1-99 16 May 1999

Let me start off by once again expressing my tremendous sense of pride and humility at being given the opportunity to command the 4th Force Service Support Group. I can honestly say this represents the greatest professional challenge of my now 33+ years of service in the Marine Corps. I come into this command with the desire to expand on our past accomplishments, and to build for the future. As such, we will focus on the following goals:

1. **Attrition/Retention.** I have observed over the years nearly every conceivable approach to the problems we face in this area. This includes every version of the carrot or the stick most of you can conceive. If there is one constant that works without fail, it is good leadership. As I meet with each of you during the months ahead, I will expand on exactly what elements I think constitute the best approach to the leadership challenges we face. But as a start, we will do the following consistent with the goals and values defined by our Commandant:

a. **Cohesion.** Each and every battalion/unit of this command will be organized in such a way as to maximize unit cohesion. I will provide specific guidance to battalion commanders defining the parameters upon which I want this done. I will ask for their plan for each battalion within 30 days.

b. **Empowerment.** Beginning within this fiscal year, we will devote at least 3 monthly drills per year to being conducted by SNCO's/NCO's only. The officers of the unit will drill separately, or save drills for 6/8 drill weekends. One of these three drills will be conducted by NCO's, with only the unit First Sergeant/Company "Gunny" present. I want the first SNCO drill to be in August, with the first NCO drill to be 2nd Quarter FY00. I do not expect any efforts be undertaken to alter or lighten the workload for these weekends. Business as usual!

c. **Honor, Courage, Commitment:** I want each member of this command to realize their full potential, and to be committed to our core values. I want every Marine to have the same sense of fulfillment that the members of our career force realize. I want the Marines of this command to represent the very best our Corps has to offer, and to have the sense of pride that comes with that distinction.

2. **Innovation.** I think that there is an additional measure of leadership that should be applied to all of us, innovation. As such, I want to focus every member of this command on the future of our Corps. We are, as the Commandant has described, at a "strategic inflection point" in the history of our Corps. We must look to the future, and focus on how we can best build the Corps of the 21st century. The challenges we face are changing rapidly every day. The adversaries of the past, defined by the cold war images of large ground armies, are not the adversaries we must plan for in the future. Somalia, Bosnia, Kosovo, these are the battlefields of

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the future. The continuing developments in technology characterize not only how we will fight, but how our adversaries will attack us as well. The defense of our own homeland against attacks by Weapons of Mass Destruction must play an increasing role in our strategy. All of these factors demand that we be increasingly innovative in how we organize and how we fight. I will make every effort to place this command on the cutting edge of how we develop new tactics, techniques, and procedures (TTP's). I will engage the warfighting lab and ask for every opportunity for our units to be a part of their experimentation. But the real answer on innovation lies with the ingenuity of the individual Marine. I will encourage, and indeed, judge each of you on your ability to be innovative and creative in accomplishing your missions.

There can, and never will be any relaxation in our efforts to achieve the goals as set forth by the Commander, Marine Forces Reserve. Focusing on operational commitments and readiness, providing PERSTEMPO/OPTEMPO relief for the total force, and community outreach must continue to be the priorities. I have the utmost confidence this command has been on the right path, and that our priorities are straight.

I will spend the next two weeks continuing in my efforts to work with the staff, and develop a strong sense of what unique challenges we face within the 4th FSSG. I will then begin a trip in early June that will take me to every battalion headquarters to meet with the Battalion Commanders/Inspector-Instructors and hear first hand your thoughts on the challenges we face. This trip will include the FSSG (Fwd's). I will start on June 1st and travel straight through until I complete my visits. This will be an opportunity also to meet my obligation to discuss with each of you my expectations on your job performance. I will visit every major exercise, and starting early July begin a travel schedule that will take me to every unit in the 4th FSSG.

The staff has already begun planning for our 4th FSSG Commander's Conference. Our plan is to conduct the conference in September, with battalion conferences to follow in the September/October time frame. In the spring I hope to conduct a series of regional conferences that will allow for maximum participation not only by commanders, but by all of our officers and SNCO's.

I will always welcome your input and your ideas. I will make every effort to be accessible and approachable. I sincerely believe that we have a tremendous reservoir of talent and knowledge that remains untapped. I want every one of our Marines to feel they have a voice in moving this command forward, and determining the destiny of our Corps. Semper Fi!

John J McCarthy
Brigadier General, U.S. Marine Corps Reserve

From the Goat Locker

By DTCM Jill Fernandez, USNR, Command Master Chief

BRAVO ZULU

From the Goat Locker

By DTCM Jill Fernandez, USNR, Command Master Chief

Bravo Zulu

Congratulations to Master Chief Degraffinreaidt, Company Chief, 4th DENCO, DTCS Paul Morgan, Company Chief, 14th DENCO and DTCS "Mickey" Pinto, LCPO, 24th DENCO DET 2 on their recent advancement selections.

Congratulations to DT1 (FMF) Howard Overacker, 24th DENCO DET 2, who was selected as the Sailor of the Quarter, 2nd Qtr, FY99.

We had a number of First Class Petty Officers board eligible this advancement cycle which is a tribute to their hard work. Although not all of you will be selected to wear the anchors, I wish all of you good luck. By the next issue we will have some new Chiefs among us.

Howlin' Wolf turned out to be an outstanding training evolution. The feedback among the enlisted has been nothing but positive. I for one enjoyed meeting so many of the enlisted folks and bringing our CPO mess together. We accomplished a lot. I think we all would agree to continue this again in the future.

The Navy Awards System

Historically, the Medical Department has been among the Navy's communities least likely to acknowledge individual excellence through the presentation of personal decorations. Although the trend recently has been moving upward. In the Medical Department we work hard, have high standards of excellence, and are an irreplaceable part of the Navy team. When our people perform well and they do, we can't give them pay raises or bonuses as a reward. Personal recognition in the form of letters or medals are the only way we can properly give recognition for truly outstanding performance. Here are some hints when writing someone up for an award.. First of all be specific, it should be for a specific achievement, or action. State the accomplishments as separate items and how they were significant to the command. This should be considered the most important element of the summary of action. Think about the person's initiative, dedication, line of duty and what was the command impact. In the summary, this is wher you can list the subjective impression of the overall performance. There are sample citations in the awards manual or found at your Reserve center. Remember, positive reinforcement is the best motivator, and to miss a chance to give that reinforcement is inexcusable.

DTCM Jill B. Fernandez, USNR
Command Master Chief

Promotions, Advancement and Awards

CONGRATULATIONS DT1 KEN RUSSELL
4TH DENCO, DET2
MARFORRES SAILOR OF THE YEAR

DT1 Russel was selected the Sailor of the year for the Marine Forces Reserve. He was also named the "Sailor of the Year" for the 4th Denco and the 4th DenBn. DT1 Russell is board eligible for DTC this year. Congratulations for a job well done.

PROMOTIONS & ADVANCEMENTS

CAPT D.Glesman 24th
CAPT D. Bellebaum 24th
CAPT P. Santoyo 4th
CDR G. Woerz 14th
LCDR B. Morris 4th

DTCM M. DeGraffinreadit 4th
DTCS Morgan 14th
DT1 G. Abbott 24th
DT2 J. Spiers 4th
DT3 J. Sandoval 14th

BATTALION OPERATIONS (S-3)

By CDR Karen Petrella, DC, USNR, (S-3 OPS BOSS)

BUSINESS AS USUAL

CAPT(s) Karen M. Petrella
S-3, Operations and Training

Ask CDR Paul Bowersox, DT2 Grant Abbott and DTCS Bruce King about "business as usual". Their AT in Tombes, Peru, 12-27 FEB, was anything but. No electricity, no running water, no phones, no English, no McDonalds. Plenty of surgical extractions and mosquito netting. Take a look at their pictures if you get a chance. Congratulations to DT2 Abbott who received a Navy and Marine Corps Achievement medal for his extraordinary efforts!

Urban Warrior, 6-21 MAR, was initiated as training and experiment support for the Marine Corps Warfighting Lab, examining new concepts, tactics and technologies for combat in cities and urban environments. It quickly turned into a political battleground as the Marines took on local grassroots efforts to keep training out of Monterey Bay and off the streets of San Francisco and its environs. The Dental Battalion supported the Marines primarily with Type 2 exams out of the Navy's Mobile Dental Van in a multi-site operation.

The two Express Sword rotations, 11-24 APR and 25 APR-08 MAY led by CDR Doug Wright, and CDR Barbara Black, respectively, provided the unique opportunity to work and train at an active duty FIREX exercise. CDR Black and crew were hard at work at FT Bragg, NC during the battalion IDTT and we missed their participation.

Yet to come OCONUS This FY are New Horizons Bolivia, with CAPT (s) Jim Miller, DT1 Overacker and DT3 Siapno and the Dominican Republic MEDRETE, with 3 docs and 3 techs. Following closely will be the 14th Marines FIREX and Operation LONESTAR, a humanitarian civ/mil operation manned mainly by the 4th Dental Company. AOT 99 will allow 14th Dental Company personnel to experience shipboard life and to participate in a landing operation exercise. The 14th are also the leads for the CAX's this year which will be in exercise history by this time.

Before we return to business as usual I'd like to thank you all for your participation at Howlin' Wolf and to extend the invitation for constructive feedback. Only with your input can we make the next Battalion IDTT better. Many thanks to LT Hartmann, DTC Farmer, DTC Townsel and DT2 Erby for handling all the details that made this exercise possible.

We are already working on the FY 00 TEEP which so far has Belize and El Salvador penciled in. Let's get back to business!

HEADQUARTERS

LT K. Rena Hodges, MSC, USNR, Commanding Officer

Operation Howlin' Wolf, the 4th Dental Battalion's first battalion-wide IDTT, was successfully completed 05-09 May 99. This four day field training IDTT was conducted at the Fleet Hospital Operations and Training Command ("FHOTC") at Camp Pendelton, CA. Howlin' Wolf brought together over 120 reserve dental officers and technicians from all over the country for the purposes of field training and creating a sense of unity and camaraderie among battalion members. Training included primary/secondary assessment, echelons of care, suturing, IV care, traige, CBR updates and the ever popular donning of MOPP gear and stroll through the "Confidence Chamber". Time was also set aside for a Battalion "hump". The Battalion berthed in Quansit huts and subsisted predominantly on the "new and improved" MREs. The IDTT was led by CAPT Mark Biolo, Commanding Officer 4th Dental Battalion. VIPs visiting the camp included the new commanding General, 4th FSSG, BGN John McCarthy, RADM(sel) Maurice Hill and CAPT Carol Turner, Commanding Officer, 1st Dental Battalion. The Operation closed with an outstanding beach barbecue coordinated by CDR Mary Ann Gonzalez. Although the weather was cool, the camaraderie and espirit de corps was warm making Howlin' Wolf a most successful operation.

Special thanks to CAPT(sel) Petrella and DTCS King for making the H & S Company look outstanding and organized. Also, "Bravo Zulu" to DT1 Adams for earning a NAM for his exceptional performance during this IDTT.

4TH DENTAL COMPANY

CAPT Jim Bird, DC,USNR Company Commander

Once again, the AT Season is at hand. Our company had a large contingent which supported Operation ARTIC CARE in March, led by CDR Mary Ann Gonzalez, who did a wonderful job as the OIC. In case you were wondering, CAPT Paul Santoyo did survive the weather and the Pediatric Patients, and looks forward to going North again (at least for a fishing trip). CDR Bill Fischer will head up the **FIREX** this year in July. This Operation will be held at Fort Carson, Colorado and should be an enjoyable AT. Later in July, CDR Tom Corwin will lead 4 Officers and 8 Technicians in **OPERATION LONESTAR**, a humanitarian exercise held in the South of Texas. Also, by the end of July, we should be near having 100% of our DT's 8707 qualified.

We have had some big news on the subject of Promotions; Mark Degraffinreaidt is now a Master Chief, Paul Santoyo pinned on his Eagle in May, Brad Morris has been recently selected to become a LCDR, and Jeff Spiers has been promoted to DT2. We also have 3 DT1's who are eligible for the Chiefs Board; Ken Russell, Russ Verdusco, and Rita Bonin.

The biggest Buzz around the Company is that DT1 Ken Russell has been selected as the **MARFORRES Sailor of the Year.** He will fly to New Orleans to accept this prestigious award later this summer. Congratulations to DT1 Russell - I cannot think of a more deserving sailor for this honor.

We welcome several new members to the "Fighting Fourth." DT3 Kelly Chavez recently joined our Sacramento unit, DT3 Claudia Ortega is a new addition in San Diego, and we have 2 new 'hot off the press' members in Long Beach. We welcome these sailors with open arms, and are sure they will enjoy their time with the Battalion.

We all had a great time at Operation "Howling Wolf." The training was great, and it was a wonderful opportunity to meet and interact with all members of our Company and Battalion. Many thanks to all those members whose hard work made it happen. I hope we all have a chance to participate again in the future.

24TH DENTAL COMPANY

CAPT Steve M. Creal, DC, USNR, Company Commander

We're all involved in preparation for our summer AT's. Be sure to take enough time to be safe in all that you do. Your family wants you home in one piece with enough energy to be as good in your family relationships as you are in the Navy. Just repeating what I hear from my loving wife, Anna.

DT2 Overacker is a sailor's sailor and his devotion to country and family has been justifiably recognized. He was awarded Battalion Sailor of the Quarterr. All of the sailors in the Dental Battalion are a cut above, so being recognized as the Battalion's best is a great honor.

CONGRATULATIONS!! We all look forward to your great example. Thanks for an outstanding job.

The best thing about HOWLIN WOLF was being together. Sharing time with the other Company Commanders helps make me better in caring out my responsibilities to the 24th . I hope you also met with your counterparts in the other units. Sharing experiences is team building and hearing stories about past experiences is fun, especially if Capt Krause is involved. Capt Krause has made some of my toughest days fun. He, and others like him, are one of the reasons I am still SELRES. Thanks Kerry.

My mom always told me to have "fun". And I was sure that everything I wanted to do that was fun was not what my mom would approve of doing. I have matured some since my high school days and I have learned a couple of guidelines to healthy fun, thanks to friendship with people like Kerry Krause. 1. Never tease your enemy. 2. Always make fun of yourself, never someome else..

So think about safety, think about doing your duty well enough to be recognized for it, have energy for it, have energy for your family, and finally have some fun in all your endeavors.

Semper Fi
Capt S M Creal

THE LAST WORD

Bill Hartman, LT, MSC, USN

Good bye, so long, farewell to the 4th Dental Battalion. The past four years serving you has been a great experience and honor. As you read my last column I will be on my way to a new adventure, a new command and unknown challenges. I'm looking forward to my next tour with the same enthusiasm as I had arriving here 4 years ago. It seems like a long time but in the blink of an eye it's over and your moving on. So, with moving on there's good-byes to be said and thank-you's handed out. So without further adieu;

To the personnel of the 4th Dental Battalion, your growth over the past 4 years in becoming one of the elite forces within the Naval Reserve Force and Marine Reserve Force is something to be truly proud of accomplishing. Your outstanding performance at each exercise, humanitarian mission, or supported facility has "raised the bar" as to the delivery of dental health care. It has been my pleasure to meet all of you and serve as your I&I during this time of exciting growth. **Thank-You**

The 4th Dental Battalion is seen by all levels of command within MARFORRES as the "unit that can do". Accomplishing that recognition took a tremendous amount of hard work dedicated individuals and a common vision. It would be "poor form" if I didn't comment on the personnel who took on the enormous challenges and dedicated themselves to achieving the goals and living the vision.

The common denominator to your success is the I&I staff. Over the past four years we've really worked hard at bringing the best service and training to you. Every mission or tasking you endeavored was planned and touched in some way by this staff. They are diligent in their cause, dedicated to making you a success. It's been a long road from where we first came and hasn't been easy at times. In the end however I believe you have not the best the Navy has to offer but the best the in the Navy to support you. I want to publicly acknowledge their outstanding efforts and I will miss their support.

Whenever you integrate items you need something that binds them together but will not be seen for what an important part it plays. Take for example something as simple as model plane. Open the box, many separate pieces but add the glue and a little patience? you have something to be proud of, yet the finished product, done well, never shows the glue. The 4th Dental Battalion "elmer's" is Capt (s) Petrella, by far the hardest working individual reservist I've seen. She has taken on challenges over the past 4 years and overcame them all. She is your Operations Officer who in the beginning had to learn, sometimes the hard way, the business of really planning exercises. She never quit, became twice as dedicated and as a result two things were accomplished that is unmatched by another dental battalion. First, as a Dental Officer she controls all operational activity for the battalion. Her willingness to learn and become a 24-7 OPS has led to the second major achievement. This Dental Battalion unlike any other becase of it's success and reputation is now being assigned as "lead command" in upcoming missions. Magnificent!! You are an outstanding Naval Officer. Thank you for your friendship and help.

Thank-you XO, your fast wit and photo ops always made good for a laugh. Master Chief Fernandez your dedication to your enlisted people is highly admirable. I always admire those who take care of there own. Also, many thanks to all those Marines from HQSVCBN I&I staff Marietta. You folks alone, made my job that much eaiser by the willingness to help the Battalion.

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I recognize that all this couldn't be possible without the support of Higher Headquarters and the staff. I thank all of you for your tremendous support you have provided me and the Battalion.

I served under three Commanding Officers, Captain Butler, your highness, this loyal knight will be forever thankful for serving in your kingdom. You gathered your people whether peasant or royalty and led them to change, a new life, a new way of doing business. You envisioned a Battalion which is second to none and pass the royal sword with all it's responsibilities on to the next Commanding Officer Captain Hill (RADM-s). The peoples champion. You sir, made taking care of your people a "household" word within this battalion. I enjoyed working with you and learned a great deal about "leading by doing" and "taking the heat" when necessary. Finally, Captain Biolo you took this organization which was doing great things, performing extremely well and gave it a vision. Our success soared from your leadership. Demanding 100% effort, expecting excellence from those placed in position of importance and above all to keep charging. You all had one thing in common, you were exceptional leaders when it came to protecting your people. Skipper, you've done an outstanding job. Remember, when it happens call me, I'll keep a rope at the ready.

Most of you know I do allot of reading. A good portion of my reading is on books of inspiration. By the way I just read Mother Terressa's book - great. However sometimes real life can provide that lesson. I want to give a special thanks to DTCM (ret) Hood. My job here turned out well because you cared to teach me in the beginning. I appreciate your efforts, your remarkable comeback and I wish you all the happiness you can muster.

Finally, when I looked back to see if I made a difference I look no further than my flap on my blouse pocket, a comment made by Captain Biolo, and the I&I staff. First, I've no longer have a job because my staff performs all operations. Second, in a general conversation with the skipper he let it be known to me I was doing a good job by offering the "rope". And finally one day 2 years ago I received an honorary Dental Corps leaf. Which I keep under the flap on my blouse. My intent was to provide the very best service available to my shipmates, to that end I hope I succeeded in some way to each one of you.

"Far better it is to dare mighty things, to win glorious triumphs even though checkered by failure, than to rank with those poor spirits who neither enjoy nor suffer much because they live in the gray twilight that knows neither victory nor defeat." (Theodore Roosevelt)

Keep Charging, God Bless, and Good Luck 4th Dental Battalion. I'll always be:

Charlie Golf One